

One Team
Fighting for our future

UNISON Health Service Group

Annual Report 2022



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Foreword

To all UNISON members working in health:

In the three years since we were last able to hold an in-person health conference, working life for our members has been dominated by the pandemic.

It is an experience that has taken a heavy toll on health workers, and at our Special Conference in September 2021 we heard first-hand the impact of the hospitalisations, and deaths of so many colleagues. Countless thousands of health workers have suffered bereavement and personal loss. And we have been saddened and angered to see the inequalities in society that have been thrown into stark relief by the disproportionate impact of COVID-19 on Black and vulnerable NHS staff and people across the UK.

The pandemic has also subjected UNISON members to unprecedented levels of pressure in the workplace, as they have struggled to save patients' lives, while keeping up the day-to-day work of the NHS and, more recently, delivering the vaccine rollout and booster programme. As a result, exhaustion, burnout, and even post-traumatic stress have become alarmingly commonplace, with the NHS now struggling with an epidemic of staff mental health problems on top of Covid-19.

As the recent experience of the Omicron variant has demonstrated, it is too early to assume that the pandemic is over. But the work of the NHS and its staff in delivering such a successful vaccine campaign is the reason why people are now able to contemplate living a life no longer dictated by Covid.

Your union has been exceptionally busy on your behalf throughout the pandemic. NHS pay remains a top priority and this year the trade unions are uniting around a series of pay and retention asks, allowing us to plan for a period of joint activity on pay in the coming weeks and months.

Our new "Pay Fair for Patient Care" campaign is doing vital work to ensure that healthcare support staff receive the reward, recognition and respect they deserve. It goes hand-in-hand with our successful Earnings Max campaign.

Although UNISON is a strong proponent of vaccination, the union has maintained a tough and principled stand against mandatory vaccination, whether it is the winter flu jab or the Covid-19 vaccine. And, as always, strong links between the four administrations of the UK allow our union to learn from campaigning experiences and share best practice across UNISON.

There are many lessons to be learned from the response to the pandemic. One of the most important is that austerity economics will always undermine the resilience of core public services. A decade of underfunding and a lack of proper workforce planning has left the NHS operating with one hand tied behind its back at the time of greatest strain. Without proper investment it will be undermined by an increasing reliance on the private sector, affecting value for money and the longer-term credibility of the service.

Just as we challenge health service leaders to do better by their staff, it is essential that UNISON remains a staunch defender of the principles of the NHS and continues to fight to make sure that it is funded properly.

We need a sustainable recovery that allows us to rebuild our core defences, rather than relying on stopgap measures. This means investing in permanent staffing, not wasteful agency spending; it means proper long-term support for our NHS, not pouring money into the pockets of shareholders, and it means making sure that we pressure governments to prevent more people leaving for better paid and less stressful work elsewhere.

This year's health conference will give us an opportunity to make these arguments; to commemorate lost friends; and to mark our achievements. Above all, it is a chance for us all to reconnect after too much time apart and for health branches to meet up, exchange learning and share experiences about the past two years.

Much work has taken place in this time, and we hope you will agree that this year's annual report makes for impressive reading. It reflects the all-round effort from across our union, so thank you to everyone for putting in the hard work at a time when our members need us the most.

Roz Norman, Maura McKenna, Wilma Brown
Chairing team

Sara Gorton, Helga Pile
UNISON Health Group

1. Improving pay and conditions for NHS staff

Pay strategy introduction

The fight to defend and improve pay and conditions has, as ever, been a major focus over the past year. Through UK, devolved and local negotiations, through branch organising and campaigning, and through member engagement and mobilisation – our union has worked tirelessly securing real wins and building momentum for the battles ahead of us in 2022.

OneTeam2k pay campaign

The Health Group supported branches to undertake a wide range of local and regionally co-ordinated digital and workplace campaigning activities across the UK. This generated high visibility and engagement around a campaign that proved popular with members across occupational groups.

Our work meant we secured high-profile and ongoing media coverage of the campaign through press releases, continuous media commentary and the use of stunts with health members at strategic points.

We innovated with the use of digital activism and campaign tools including member letters to MPs pre-populated with localised waiting-list data; the NHS 'pay monitor' tool; and downloadable colour-in-at-home window posters.

We undertook opinion polling to demonstrate strong public support for our £2k position, lobbied parliamentarians, wrote to all employers making the case for 2k, supported regions and branches to undertake 'ballot readiness' work including innovative ways to encourage members to update their records, and implemented a programme of direct member

communications to engage and inform members about the progress of the campaign.

Pay round in all four administrations

England

2021/22 pay round

Working through direct political channels and the Pay Review Body (PRB) process, we started our campaign to advocate for £2k for all NHS staff.

We led the protests when the Westminster government announced that it intended to limit the pay rise to 1% – including extensive media appearances and organising public-facing campaign work.

We then supported lay members from the HSGE's Staff Council delegation to give powerful, in-person evidence to the PRB.

In addition to leading the media reaction to the eventual and much-delayed 3% announcement, the HSGE led the consultation of members working in England.

We conducted an initial consultative ballot on members' views on the 3% outcome, followed by a survey of non-voting members and a branch consultation exercise led by regions to gain insight and feedback on member participation levels and the scope for hitting legal turnout thresholds.

We conducted a follow-up indicative industrial action ballot and provided materials and support for branches and regions to maximise participation in the ballot including digital and physical resources, regular turnout progress reporting and ballot troubleshooting.

We also delivered a programme of direct member communications to keep members informed and engaged and undertook analysis and evaluation of ballot turnout patterns to inform HSGE decision-making.

Scotland

2021/22 pay round

Pay bargaining was concluded in May 2021 and an offer from the Scottish Government accepted. The Scottish health committee and its campaign group took forward a number of campaigning initiatives around pay. Key pieces of work were taken forward around updating of members' information and engagement of members on pay and pensions.

2022/23 Pay round

The Cabinet Secretary for Health and Social Care wrote to the Scottish Terms and Conditions Committee (STAC) advising that the Scottish Government would not be submitting evidence to the Pay Review Body and would enter into pay negotiations with the trade unions. The Cabinet Secretary indicated that the Scottish government wanted to see a one-year deal for 2022, with a multi-year deal for 2023.

Cymru/Wales

2021/22 pay round

The OneTeam2k pay campaign was well received in Cymru/Wales. The health committee supported the principle of 'one team' and the fair pay ethos of a flat rate increase that would benefit our lowest paid members.

The imposition of the 3% PRB recommendation in Wales by the health minister was not well received by members.

The Welsh Government eventually gave an enhanced pay offer, which was narrowly accepted by the trade union side in Wales. However, our members in the consultative ballot overwhelmingly, albeit on a low turnout, voted

to reject the Welsh Government's additional enhancements, which effectively amounted to a 1% bonus payment to Bands 1-5.

The health committee position to reject the pay enhancements sent a strong message to the Welsh Government. This resulted in the health minister committing to early pay discussions, which have already taken place, and UNISON Cymru/Wales submitting Wales-specific Pay Review Body information, having had sight of the Welsh Government submission.

UNISON Cymru/Wales continued to enjoy a good relationship with the Welsh Labour Government and the health minister acknowledged UNISON's frustration with the 2021 pay process and gave a commitment to engage early and fully on future pay discussions.

Northern Ireland

2021/22 pay round

UNISON as the lead negotiator of health trade unions in Northern Ireland secured the implementation of the PRB recommendation of 3%. This uplift was considered by the membership to be grossly inadequate, and this was confirmed in a widespread consultation completed at the end of January 2022.

Members' rejection assisted in securing an additional non-consolidated payment of 1.5% to 0.5% on an ascending scale across all bands.

At the time of writing, the NI health committee endorsed NHS Staff Council TU Side consensus position for 2022-23. We pressed the outgoing health minister to endorse our call for serious engagement on funding on pay and cost measures from the UK government.

Specific bargaining produced critical care shift payments mid-2021 in the acute sector. Last monitoring round (budget adjustments) released £15million for health and wellbeing initiatives to support health workers.

Redeployment policy was adjusted to give greater protection to our members.

Subsidies for car parking charges remained until the end of 2021 and we continued to push to have it reinstated. Food costs were also subsidised for a period.

In the commissioned independent sector providing social care, we secured subsidy towards the statutory sick pay (SSP) to give 80% of normal earnings to workers affected by Covid.

Pay strategy for indirect NHS workforce

Work continued on our OneTeamUs2 campaign, which focused on securing pay rises for the indirect NHS workforce.

As part of our campaigning work, we produced and updated campaign, organising and bargaining branch resources. We continued to produce tailored communications for members in employers contracted to provide NHS services and to support regions and branches dealing with subsidiary companies (subcos).

We also continued to press the government to provide funding to ensure Agenda for Change parity in all contractors.

NHS joint trade union pay strategy

We worked with the NHS trade unions to develop and use the 'With NHS Staff' branding and digital campaign programme to provide an umbrella for joint union influencing ahead of the announcement of the pay outcome for 2021-22.

Following the July announcement of the 3% Westminster pay position, the NHS trade unions shared their separate consultation/ballot processes for the 2021-22 pay round.

Joint union pay strategy 2022-23

We held a joint union pay summit in early October 2021 to get expert advice on labour market and economic forecasts and to explore the potential for a joint union pay strategy for 2022-23.

We also worked with colleagues from the NHS Staff Council Executive unions to develop and propose a joint union 'urgent retention package' to put to the NHS Pay Review Body and relevant ministers. The package set out five key measures in addition to an inflation-busting pay rise that would help to prevent people leaving. It was agreed by UNISON and then by the full trade union side in a joint union meeting in January 2022.

Together, we produced joint staff side evidence to the NHS Pay Review Body in support of the 'Retention Plan'.

We have agreed to maintain the 'With NHS Staff' branding as a campaign umbrella for 2022-23 and have held discussions on a series of joint union campaign activities to influence the outcome of the 2022-23 pay round.

Flexible working for NHS staff

UNISON along with other health unions via NHS Staff Council, negotiated improvements to section 33 of the Agenda for Change (AfC) handbook (on flexible working) including:

- all employees having the right to request flexible working from day one of employment
- no limit on the number of requests employees can make
- the right to make requests and have them considered regardless of the reason

The changes came into effect on 13 September 2021 in England and Wales, while Northern Ireland will adopt the changes as of April 2022. Scotland adopted flexible working as a day-one right too.

We participated in joint flexible working meetings throughout the year and produced a joint negotiators' guide aimed at helping staff sides to renegotiate their flexible working policies, in the summer of 2021.

We produced jointly agreed FAQs on the NHS Employers website in December 2021 and created a flexible-working joint partnership mailbox to collect common queries and challenges from NHS employers and local staff sides.

We produced a separate, jointly badged guide aimed at staff and another for managers due to be published (at the time of writing) early in 2022.

UNISON produced a member-facing webpage on flexible working for NHS staff in the autumn, which continued to be updated with the latest information, advice, and tips on working flexibly in the NHS.

We collated member stories, as to where flexible working was working well, from staff working across different NHS roles.

At the time of writing, we were producing a UNISON guide on flexible working in the NHS aimed at members across the UK.

Adapting and preserving Covid terms and conditions

We continued to work on the maintenance and development of provisions, guidance and FAQs on terms and conditions issues relevant to Covid via formal structures across the different parts of the UK.

We secured agreement to re-issue and update relevant Covid guidance as the pandemic progressed, including joint guidance on management of annual leave at the start of the Omicron surge.

Earnings Max

Due to the pandemic, 2021 was a tough year for Earnings Max campaigns as workplace organising was more challenging and organising capacity was focused on pay for a large part of the year. However, plenty of regions and branches had active Earnings Max projects – local campaigns on NHS terms and conditions that maximise the full benefit of the AfC agreement and deliver money in members' pockets.

Nationally, UNISON concluded negotiations in March 2020 to secure a framework for NHS staff working under NHS terms and conditions (Agenda for Change) in England and Cymru/Wales to ensure that they receive their correct holiday pay, incorporating overtime. This built on the agreement already in place in Scotland.

These negotiations were only possible thanks to UNISON members taking legal claims and through a successful organising strategy, which helped to strengthen our position to collectively bargain on behalf of our members.

UNISON made it clear from the outset that employers needed to fix historic miscalculations of holiday pay and to prevent these underpayments from reoccurring.

The negotiations led to a national framework meaning staff received “corrective payments” going back two full financial years (1 April 2019 to 31 March 2021) to address underpayments for eligible workers. Payments were made between April and September 2021.

UNISON produced several resources for branches on this topic including a branch briefing, FAQ videos and a member-facing leaflet. Employers in Northern Ireland indicated they would enter discussions with trade unions to resolve this issue through relevant Staff Council structures. On the same issue, an interim agreement was also reached through the National Ambulance

Strategic Partnership Forum providing interim payments for ambulance staff until a national payroll solution is put in place for forward calculation of holiday pay.

Some local campaigns focused on broadening holiday pay claims to include underpayments of unsocial hours.

Work began to look at refreshing the 'getting it right' campaign materials and to ensure they were up to date.

In response to soaring costs at petrol pumps, Earnings Max guidance on NHS Mileage was produced and shared with branches in late 2021.

Health care assistants programme

Lots of work took place for our health care assistant (HCA) members.

We reviewed and created a UNISON training and education suite to aid in personal and professional development.

The Pay Fair for Patient Care campaign was launched at our special health conference in 2021. The campaign aims to give the tools to branches to recruit and organise HCAs to be respected, rewarded, and recognised for the increased level of tasks they have undertaken.

The campaign aims to assist branches in local organising campaigns to re-band HCAs from band 2 to band 3

Following intensive work with the North-West region to pilot the approach, and UNISON-led work within JEG to update the profiles, the national campaign got underway with at least six regions running local campaigns. The NW region won re-banding and back pay for 1200 HCAs in just one trust.

Resources were made available on the UNISON website to assist branches in their campaigns,

including branch guidance, leaflets, stickers, posters, surveys and daily diaries. The national team continued to provide support and advice for local branches on this issue.

NHS job evaluation scheme

Job evaluation (JE) continued to be a vital tool to ensure workers received equal pay for work of equal value. We prioritised both national work and the production of support and resources for branch use.

UNISON led work in the Job Evaluation Group (JEG) to update the clinical support worker band 2 and 3 profiles and publish accompanying advice for employers and matching panels. The Pay Fair for Patient Care campaign was launched off the back of these changes.

We worked with the ambulance occupational group to lead the response to draft profiles for emergency services. These include work on the dispatch, patient transport and emergency support worker profiles.

Agreement was reached on the scope of a review of the nursing and midwifery profiles, which will be a key piece of work for the next 24 months.

We helped develop JEG advice on recovering JE capacity after COVID-19. This was supported by our work to support online training and our JEG reps delivered training in the new format.

We provided support to regions and branches on Earnings Max priority re-banding campaigns, particularly focussing on re-banding of band 2 health care assistants.

We published advice to branches on tackling poor JE practice and re-building staff side capacity and supported branches in calling for JE to be brought back in-house.

NHS Pension Scheme

UNISON continued to represent members on national bodies that govern the pension schemes in England and Wales, and Scotland and Northern Ireland.

Our main areas of work were responding to the impact of the McCloud ruling on the NHS Pension Scheme and potential changes to the contribution structure.

This involved organising briefings with regional/devolved health committees and responding to government consultations.

UNISON's pensions unit continued to provide case work support to UNISON members.

2. Devolved administration reports

For devolved administration pay – see page 5

Scotland

Staff side priority work

We continued to work through partnership with employers at UK, STAC and board-level focusing on health and safety issues for those in workplaces and home working.

Other key issues included: staff shortages, use of leave/carrying-over leave, staff wellbeing and the vaccine rollout both for staff and then the general population. Many activists volunteered to take part in the mass vaccination programme and were provided with UNISON merchandising to wear during this time.

HCA banding campaigns/wins

UNISON agreed a process with NHS Employers and the Scottish Government to re-band Health Care Support Workers across NHS Scotland. The process will be shared with all Health Boards, with the STAC Secretariat monitoring progress. This should move almost 80% of Health Care Support Workers to Band 3 and will be backdated to 1 October 2021.

National Care Service for Scotland

We contributed to the consultation process on a National Care Service for Scotland. The Scottish Government proposals would have massive implications for a number of members working in Health and Social Care.

Pensions

Following the publication of a new circular by the Scottish Public Pensions Agency (SPPA) which laid out the UK Government's decision on remedying the discrimination in the 2015 reforms to public service pension schemes (McCloud

Judgement), pensions briefing sessions were taken forward for health branches about the Deferred Choice Underpin and the implications of the McCloud Judgement.

Branches began to take campaigning work forward to inform members on the current consultation on proposed pension contribution increases for NHS Scotland Scheme members.

Healthcare students

Activity in 2021 was massively hindered by COVID restrictions. However, a number of branches took forward work to recruit healthcare students into UNISON membership. Work continued to look at the UNISON Student Advocate role and Regional Health Student Network.

Scottish Health Committee Policy Forum

The policy forum took place in October 2021 to consider future key negotiating, bargaining and campaigning priorities for 2022.

Cymru/Wales

Organising & campaigning

There were some excellent achievements across Wales despite the worst excesses of the Covid pandemic. Digital skills learning programmes were agreed in north Wales. Meanwhile, Earnings Max campaigns succeeded across Wales, notably in GP practices with the continuing challenge of mainstreaming AfC JE and pay banding.

Cymru/Wales UNISON worked closely with the Welsh partnership forum and all Wales policy development and negotiations were key to sustaining our members throughout the pandemic.

Campaign plans began to be developed in Wales around recruitment and retention of members in line with the 2022 pay principles, AfC mainstreaming, JE and Earnings Max, with a focus on member wellbeing, welfare, and equality in the workplace.

Northern Ireland

UNISON bargaining structures in health continued to operate to a high level throughout the last year in a Covid pandemic environment.

The response to the pandemic continued to highlight the value of key workers, mostly women. Many of them are UNISON's core membership. Securing protections and supports, rights and pay justice remained a bargaining priority.

The union's 'no going back to normal' campaign remained the foundation of all NI campaign priorities and was reflected in our bargaining agenda at all levels.

We included a focus on a return of services, challenging a reduction of services and tackling waiting lists as part of our 'No more Silos' fightback.

Our lay activist leads played a vital role, leading trade union teams at Trust level and engaging with employers on a regional basis.

The team-working and partnership approach between our lay leadership teams in all sectors and our full-time organisers contributed substantially to UNISON's ability in NI to defend, protect and represent our members. A great deal of time was spent at regional level demanding improved Covid critical care shift payments in health and examining health and safety advice issued to our members in all sectors.

This work was strengthened by team and partnership working with each other and organisers. It has been a big learning curve for

us all and our activists have really stepped up to the mark and led from the front.

Priority campaigns for Northern Ireland

Following our pay dispute in 2019, two key campaigns have been a priority: securing legislation on safe staffing and reduction on off-contract agency costs across all disciplines.

We were able to move ahead at a policy level with a push on the Department of Health to prepare safe staffing legislation.

The number of workforce vacancies across all parts of the health service emerged as one of the most serious burdens health workers dealing with the pandemic have had to endure. Therefore, the reliance on agency cover became very difficult to remove in these circumstances. Tackling this issue remained a key priority for UNISON with our goal to reinstate safe staffing levels based on a sustainable and stable permanent workforce.

Other Northern Ireland priorities

Our work at Trust level continued to focus on engagement with procurement officers on the monitoring of outsourced provision and challenging the use of zero-hours contracts, and agency and temporary staff.

We called upon the Minister to establish a social care bargaining forum which will bring reluctant private provider employers into direct engagement with us. Terms of reference have been discussed but progress has been slow.

Future of the Health Service

The region working in the context of a devolved administration works to a high level of engagement with the Department of Health and employers. Discussion on the reform of the health service opened up again as the pandemic slowed and regional staff and senior lay activists were involved in a number of key developments:

- Integrated care area partnerships
- Clinical care pathways into care homes
- Recruitment and retention needs in nursing and midwifery

Agenda for Change ‘Pay Max’/Refresh

As part of our ‘AFC Pay Max’/Refresh strategy, all AFC Band 1 staff across NHS Health Trusts were given the option to move up to the Band 2 on the AFC pay scale (see Appendix 1 on page 24).

In Belfast Health Trust this involved around 1200 staff moving to Band 2 with three years backdated pay secured by UNISON. In addition, with the support of UNISON, close to 100 staff in Estate Services in the Belfast Trust and approximately 30 ward clerk staff achieved an uplift in their AfC banding with backdated pay. Our work continued with the Belfast Trust on seeking re-evaluation of AfC banding for the roles of nursing assistant, security, and specialised nursing roles such as Intensive Care.

In the South Eastern Health Trust job evaluations were submitted for estates assistants and multi-skilled estates roles, security jobs, domiciliary care and district nursing staff, and other specialised nursing roles.

In the Southern Health Trust, a number of posts were uplifted through the AfC ‘changed job process’ such as support workers, assistant cooks, admin staff in all areas including Occupational Therapy, Children’s services and Learning Disability. In negotiations with the Trust, UNISON Branch negotiators ensured the transfer of over 150 domiciliary care agency workers to permanent contracts with the Trust.

In the Northern Health Trust, in addition to Band 1 staff moving up to Band 2, over 700 staff including domiciliary care staff, admin and estates staff had their posts upgraded to a higher pay band. A number of health care assistants working in the community were also upgraded to band 4 with back pay.

For the second year, in the Western Health Trust we secured retrospective payments of accrued annual leave entitlement for domiciliary care workers. UNISON is now seeking retrospective payments for the failure of the Trust to calculate sick pay entitlement in accordance with Agenda for Change terms and conditions.

Social care

To mitigate the financial hardship for our members working in domiciliary care during the height of the covid pandemic, UNISON secured agreement from the Northern Ireland Social Care Council (NISCC) to defer registration renewal fees for registrants. UNISON began discussions with NISCC over recent problems within the NISCC renewal registration system for care workers. We halted the removal of registrants from the NISCC register in August, delaying any removals of registrants who had failed to renew their registration to practice until October.

3. Standing up for staff and services

Since we last met, the health service group has used formal partnership structures to track and influence workforce issues related to the pandemic and, more recently, to pick up priority workforce policy issues not connected to Covid. In England, this work has been conducted via the Social Partnership Forum and a report on SPF priority work is included at the end of this section.

In addition to our work to influence the departments of health, UNISON has continued to ensure a high profile for campaigns run to improve health services for people who use them as well as those who work in them. The next section contains a brief overview of work to promote our key campaigns and contribute to key political initiatives on NHS structures, funding, and quality.

Race for equality

Work on our Race for Equality campaign which supports members and branches to challenge racism in the NHS continued at pace.

The Health Team provided briefings to all regional and devolved administration health committees.

Existing campaign materials were updated, and new materials were produced including a template survey.

A webinar event took place featuring case studies from branches where anti-racism work was underway.

Two sessions of the Hope not Hate course on 'Difficult Conversations' were run nationally, while health activists were invited to attend a training course developed with Show Racism the Red Card on a 'One Team against Racism' workplace ethos.

Work began on developing bargaining advice on creating a better workplace environment and promoting a One Team approach to tackling racism.

During Black History Month we worked with our Communications team to promote the work of some of our Black activists who were 'Making history now' through a web feature article and social media posts, which were well received on social media.

Early career nurses and midwives

We held discussions with UNISON members about their concerns for early career nurses and midwives during Covid-19. We conducted quantitative and qualitative information gathering to publish a summary of the issues and used this to raise concerns and influence decision-makers.

We instigated a group of organisations to come together to discuss, share information and agree actions on supporting these professionals, including the Nursing and Midwifery Council (NMC), Health Education England (HEE), NHS England and Improvement, the Council of Deans for Health, and others.

We supported NHS England and Improvement in the development of online facilitated support and supervision for 15,000 recently qualified nurses and midwives in England.

In partnership with the Royal College of Midwives, we wrote to the Chief Nursing Officer and midwifery officials in the four nations raising the issue and asking for action to address it.

We commenced a campaign with the Florence Nightingale Foundation and Nursing Times to lobby publicly for more support. This included

new articles and opinion pieces, a well-publicised survey with over 5000 responses and an opportunity to influence decision makers.

Keeping staff safe at work

As the country moved from the second wave of the pandemic in April 2021, the NHS began work to restart services that had been paused. This brought a new set of challenges for our members, and we used our formal partnership structures to engage policymakers on the crucial issue of safety at work, including violence prevention, risk assessment, health and wellbeing support and infection prevention control.

This work focused on sharing official guidance and establishing meetings with public health officials to explore guidance, protocols, and advice on risk management. Through the NHS Social Partnership Forum, we engaged in several key workshops where we were able to draw attention to the pressures and demands on our members. We developed branch guidance and member facing materials to support branches including on changes to infection prevention control at the outset of the Omicron variant.

In March 2021 we took part in a Social Partnership Forum (SPF) conference – ‘Positive Partnership working through Covid and beyond’ which was co-presented by UNISON’s Head of Health.

In July 2021 the SPF held a recovery workshop looking at the impact of restarting NHS services that had been parked due to the COVID pandemic. We looked at the health and wellbeing impact as well as wider strategic issues.

In October 2021 the SPF held a workshop on the changes to the Infection Prevention Control guidance for the UK. This was with the UK Health Security Agency (UKHSA) and we were able to feed in concerns about access to PPE. In January 2022 the SPF held a workshop with

the UKHSA about the impact of the Omicron variant where we were able to discuss the impact on staffing, pressures on those still working and other issues like testing kits for staff.

Throughout the last year we worked through the SPF violence reduction group to feed in issues our members have faced through the pandemic, including sexual harassment and increases in violence and aggression – particularly at vaccination centres.

Better staffing across the NHS

UNISON’s Safe Staffing campaign continued to gather momentum, having resumed after a pause due to prioritising pandemic related issues.

We progressed the motion passed at Virtual Health Conference 2021 which called on the SGE to produce materials and resources to support local campaigns.

We developed briefings for regional health committees to demonstrate the range of resources available to branches and support available to assist with branch campaigning.

We developed a method that allows members to record staffing level data in their workplace to build a strong evidence base for branch campaigns.

We were a stakeholder in an NHS-led ‘Mental Health Nursing Recruitment and Retention’ group, raising the issue of safe staffing.

We scrutinised and contributed to the work led by NHS England on safer nurse staffing tools in community nursing, and contributed information and evidence to the Health and Social Care Committee’s inquiries into ‘Workforce: recruitment, training and retention in health and social care’ and ‘Workforce burnout and resilience in the NHS and social care’.

We also continued to participate in a research

group to establish evidence of the effects of longer shifts.

Through our work, we developed our understanding of the benefits and drawbacks of legislation in Cymru/Wales and Scotland, incorporating these into the safe staffing forum report and continued to use lessons learned in policy discussions on safe staffing in Northern Ireland and England.

In press work, policy forums and social media, we continued regularly to highlight the impact on patients and staff of unsafe staffing – linking the emergency nature of the response to the pandemic to underinvestment in staffing – and trying to develop knowledge of the negative workforce consequences of the current pressures.

Professional regulation

Together with colleagues in our Professional Services Unit, we submitted a detailed response to the consultation on 'Regulating healthcare professionals, protecting the public' by the UK Department of Health and Social Care (DHSC), raising several areas of concern related to plans to overhaul the legislation for UK health regulators.

We held several bilateral meetings with healthcare regulators such as the NMC, along with the DHSC, on their plans to reform regulation.

We met regularly with the Health and Care Professions Council where we raised issues of concern for our registrant members.

Better mental health

We undertook the mental health survey and repeated the approach from 2020 to extend the survey on mental health issues to cover all NHS workers.

In October 2021, this year's mental health survey was circulated in advance of World

Mental Health Day and received over 10,000 responses.

The findings were published through a press release in late December and garnered a lot of media attention, with interviews given by UNISON's Head of Health and the Deputy Head of Health.

An infographic outlining key findings was produced and was made available to download as a resource on the dedicated mental health campaign page.

Apprenticeships

Work continued on policy and parliamentary work around our 'It doesn't add up' workstream on improving NHS apprenticeships.

We held a round table event for parliamentarians with speakers including a UNISON apprentice member, and representatives from the higher education and policy sectors.

We engaged with system bodies on apprenticeship policy development through partnership arrangements and continued to push the case for a nationally agreed Staff Council apprenticeship pay framework.

We continued our sponsorship of the Our Health Heroes 'Apprentice of the year' award.

International recruitment – supporting overseas nurses

We continued to work on creative ways to reach and recruit nurses beginning their careers in the UK, including coordinating with English language providers, building links with diaspora nursing organisations and running free-to-access monthly webinars with UNISON lay reps.

We lobbied and briefed politicians and decision makers to improve safeguards for ethical recruitment, including shadow ministerial MPs.

In partnership with other organisations, we scrutinised international recruitment plans and influenced decision makers to strengthen the UK code of practice for ethical international recruitment.

We also supported local organisers and helped to gather information and publish cases on UNISON overseas nurses who have been exploited and mistreated to raise awareness.

We were part of the Nursing International Recruitment Advisory Group for England which met three times.

We continued to provide guidance to branches to support migrant workers in the NHS, including close work with the Joint Council for the Welfare of Immigrants. We updated the immigration health surcharge (IHS) guidance to take account of new regulations and worked across the wider union to continue to apply pressure at all levels for all international health and care staff and dependents to be exempt from the IHS, not just those on Tier 2 visas.

Health and Social Care Bill (England)

Work continued on our response to the government's Health and Social Care Bill. This included:

- Written briefings for MPs at Second Reading, Committee and Report / Third Reading stages of the Bill's progress

through the House of Commons;

- A joint letter to the Secretary of State organised by 'We Own It' to oppose the use of the private sector;
- Oral evidence to the House of Commons Committee Stage;
- Ongoing engagement with campaign groups and other unions;
- Health Campaigns Together materials highlighting negative aspects of the Bill which we circulated to branches
- Written briefings for peers at Second Reading and Committee stages of the Bill's progress through the House of Lords (December 2021 – January 2022)

Covid vaccination programme

UNISON undertook a series of actions to influence the government not to introduce vaccination as a condition of deployment for NHS staff. We contributed to a wide range of national and regional print and broadcast media and raised our concerns with senior government ministers including directly with the Secretary of State for Health and the Minister for Workforce.

After several successful attempts to stave off the move to mandate the Covid vaccination, the Westminster Government consulted on plans to make the vaccine a Condition of Deployment in the NHS in England in late 2021.

We responded to the formal consultation outlining the risks of implementation of the policy and undertook numerous parliamentary briefings ahead of both the formal consultation and the regulatory process.

We also raised the issue and impact through formal structures including the NHS Staff Council and NHS Social Partnership Forum.

Whilst advocating for the policy to be scrapped altogether, we called with NHS Employers for the Government to delay or extend the grace period.

We also issued numerous pieces of guidance

and updates through Health News and on our dedicated FAQs page on our website, including providing support ahead of the key date of 3 February, when unvaccinated staff were to be issued with dismissal letters.

On 31 January, the government announced a U-turn on the vaccine policy. UNISON continued to keep branches up to date with implications of this change and maintains a watching brief on this contentious area of policy.

Impact of Brexit on the NHS

We continued to co-chair the Cavendish Coalition which brings together health and social care stakeholders to influence and lobby government/s on post-EU referendum matters and provide policymakers with expertise and knowledge on the issues affecting the health and social care workforce.

Recent focus has been on securing agreement to review the impact of immigration law on the social care workforce and providing access to advice and information to workers on settled status processes. We also secured a commitment to bring employers and their representatives together to explore the potential for a more coherent approach to employment status, pay and training across social care settings.

We also used the Cavendish Coalition to amplify the concerns of the Nursing Occupational Group with changes to international recruitment and in particular to explore ways of enforcing the World Health Organisation code of ethical international recruitment.

Challenging privatisation

A series of insourcing successes have taken place over the past year, particularly in London where hundreds of mainly cleaning, catering and portering staff have returned to direct NHS employment at various trusts across the capital.

After two years the union won its battle to

prevent Frimley Health Foundation Trust transferring estates and facilities staff to a wholly owned subsidiary company.

Extensive work took place to resist the transfer of IT staff at South Warwickshire Foundation Trust and George Eliot Hospital to a wholly owned subsidiary company, including strike action in December 2021.

UNISON signed up to the SOS NHS coalition in January 2022, which focuses on the damage done by NHS underfunding, including the potential to create a larger role for private provision.

One Team campaign

Work continued on our One Team campaign which highlights the importance of operational services staff and aims to show how vital every role in the NHS is for patient care.

One Team Day took place on 10th November across the UK.

We produced social media graphics and videos featuring some of our operational services members that were very well received and shared on social media.

We continued our sponsorship of the Our Health Heroes awards including the Exceptional NHS Operational Support Worker of the Year. We were involved in the judging process and the award ceremony due to take place in March 2022.

Better hospital food campaign

Our Better Hospital Food campaign combines our calls for improved standards for staff and patient food with insourcing and carbon reduction objectives.

In October 2021, UNISON co-signed an open letter from Sustain food alliance to Prime Minister Boris Johnson, calling for action on food and climate change and recognising meals

served in hospitals should be healthy and reflect a sustainable diet. The Health team is in discussions with the Food for Life programme led by the Soil Association, about future opportunities for joint working in the NHS.

Publication of the mandatory food standards was again delayed by NHS England and Improvement. We have been particularly keen to see these published as we used our seat on the national standards panel to argue successfully for inclusion of staff food in these measures. We continued to pursue our campaign aims including access to healthy nutritious and appealing food for all NHS staff, including those on night shifts.

NHS Social Partnership Forum (England)

UNISON continued to co-chair the NHS Social Partnership Forum which brings together the government, employers, and trade unions on workforce policy issues for the directly employed staff of the NHS. During the pandemic, meetings were held on a more frequent basis and a number of sub-structures were created to take forward work related to the pandemic. Alongside the pandemic work, the SPF also re-started its standing groups, focusing on the challenges of the recovery and backlog.

The important role that positive partnership working had played throughout the pandemic was marked in an online conference in Spring 2021, with contributions from UNISON branches and reps.

A number of special SPF briefing events were held on: recovery, infection prevention and control (IPC), Omicron and Imaging and diagnostics.

UNISON called for and co-chaired a new subgroup of the SPF called the Transition Partnership Group (TPG). The aim of the group was to support the establishment of the new Integrated Care Boards and to transfer staff

safely from Clinical Commissioning Groups (CCGs) and some arms-length bodies (ALBs) into the new organisations.

The TPG has met every two weeks since May 2021 and continues to meet. The transition was supposed to happen in April 2022 but has now been moved to July 2022. We have achieved protections to terms, conditions and pay and pensions and most people will lift and shift to the new organisations.

Arm's-Length Body (ALB) employers (England)

The Health Service Group has continued to support the internal partnership structures within the ALBs created in 2012. This work was initially undertaken to manage the transition to the new bodies but, due to the continued structural changes within the English system, has continued to be supported within the service group work programme.

We led and chaired the staff side negotiations for members in NHS England and Improvement (NHSEI), the five Commissioning Support Units (CSUs) and Health Education England (HEE) at a national partnership forum level. We also led for members in Public Health England and NHS Blood and Transplant.

Throughout the year, 12 national stewards forums took place on a quarterly basis to network, inform and develop union steward involvement in their respective organisations. All of these forums took place using online technology and saw an increase in attendance as a consequence.

Stewards in NHSEI set up virtual weekly members' catch-up meetings to support existing members during the ongoing Covid pandemic to stay in touch with issues such as organisational change and flexible working patterns as well as providing a connection to Branch activities. Talks remain ongoing with the employers around organisational change.

More recently UNISON supported members transitioning from Public Health England (PHE), which was abolished in October 2021, into NHSEI, NHS Digital, the UKHSA and the Office for Health Improvement and Disparities (OHID) which is an office of the Department for Health and Social Care.

NHS BT is supported by UNISON and the UNISON branch-led Blood and Transplant Forum, which have campaigned steadily for members throughout the year. The Blood and transplant Forum hosted two stewards events in 2021 and a virtual two-day AGM.

We continued to campaign for and supported pay talks for members on local pay arrangements in HEE, PHE and NHSEI which led to the introduction of harmonisation options for staff to move to AfC terms and conditions

4. Recruiting and organising members and raising our profile

Healthcare student recruitment

Work continued to support student nurse organisers in each region of the UK to enable them to recruit and engage healthcare students effectively, particularly given the challenges of doing so during the Covid-19 pandemic.

We hosted an event at UNISON Centre for UNISON's Student Nurse and Midwife Network and developed and launched the 'Future Health Leaders' programme for student healthcare members to increase union participation at the earliest stages of membership and career.

We developed the advocacy skills of members of the UNISON Student Network enabling them to lead in conversations with NHS Leaders, particularly in response to pandemic induced changes in training and education.

Recruitment of new registrants

We worked within UNISON to further develop a project for improving engagement and interaction with healthcare students involving pilot regions.

We launched the UNISON '*Nursing Survival Guide*' as a new online resource, advertised to health branches and shared via social media and by e-mail to all UNISON new nurse registrants.

Zero Carbon NHS plans

UNISON developed a union-wide 'Green UNISON' campaign aimed at building activism among our membership working in health and across the public services.

We worked with UNISON occupational groups to produce net zero statements of support for a net zero carbon NHS.

We contributed to and promoted UNISON's green online webinars which were advertised in e-activist and via health news and also contributed to the development of UNISON's blueprint for climate friendly public services – 'Getting to net zero in UK public services: the road to decarbonisation.'

Health branches were encouraged to take part in 'Green UNISON week' activities during 18-26 September 2021.

We also used COP26 as an opportunity to engage with our health branches and the public by taking part in lots of social media activity and raising the profile of health staff working across the NHS roles as drivers for change for a greener NHS.

Work began to partner with Food for Life (part of the Soil association) to look at improving hospital food which included looking at better training and development opportunities for NHS catering staff, nutritious hospital food that is sustainable and locally sourced, in-house catering facilities and most importantly, looking to reduce food waste which can account for up to nearly 50% of total food produced in some NHS Trusts.

UNISON's nursing and midwifery committee began working with the NHS' Chief Sustainability Officer Clinical Fellow to look at nursing and net zero initiatives.

We continued to work with our Policy department to build a bigger base of green activists in health and across the union.

5. Ensuring democratic input and oversight

Special health conference

In January 2021 and following consultation through service group and regional committee structures, the decision was taken to move the planned April 2021 conference online. We held the Special health conference in September 2021.

Ahead of that conference, a Special Report was produced, providing detail on the work of the union during the pandemic.

Much of the work related to the response of the NHS to the Coronavirus, but a full account was given of other work undertaken during the period. The theme of the special conference was “supporting staff after the pandemic” and motions on the following four topics were debated online:

1. Ensuring safety at work and supporting health and wellbeing
2. Treating staff fairly and tackling discrimination
3. Protecting members from the impact of the pandemic through defending and improving pay, terms, and conditions
4. Securing work-life balance, managing workload, and restoring staffing levels.

Health Service Group Executive (HSGE)

The role of the HSGE is to oversee the implementation of policy and to consider issues arising in relation to pay, terms and conditions, recruitment and organising, campaigning, and professional issues relevant to members.

The HSGE met online at regular intervals over the last 12 months including the annual general meeting in November at which the Chairing team were re-elected.

HSGE working groups also continued to support the work of the committee. In particular, the Agenda for Change Working Group and Devolution Working Group met frequently to oversee work on NHS pay and provide reports and recommendations to the wider Executive.

The HSGE agreed a work programme for 2021/22, setting strategic themes for our activities, including identifying priority areas of work in line with special conference decisions and UNISON's four overall objectives set by the National Executive Committee.

Regional and occupational representatives on the Health Service Group Executive are due to end their two-year term in June 2022. Elections are currently underway and successful candidates will take up their seats on the HSGE following National Delegate Conference 2022.

Occupational groups

Ambulance

The ambulance occupational group met regularly over the year.

The National Ambulance Strategic Partnership Forum held four full meetings in 2021. Fortnightly NASPF meetings took place to discuss issues relating to COVID-19.

Members from the Ambulance Occupational Group continue to represent UNISON on national bodies that cover areas such as equality and diversity, job evaluation in the ambulance sector, culture and leadership in the ambulance sector and education in the ambulance sector. Work began to reorganise the ambulance seminar that was due to take place in 2021.

Operational services

The operational services occupational group continued to hold regular online meetings.

The committee continued to focus on a number of areas of the HSGE workplan of particular importance to members within ancillary, support and admin and clerical roles. These included insourcing campaigns, pay strategy for the indirect workforce, and occupational issues such as the provision of hospital food. The committee agreed to work in collaboration with the UNISON health and safety team in 2022 on the topic of cleaning chemicals.

Nursing and midwifery

The nursing and midwifery occupational group met five times between April 2021 and April 2022 including an AGM.

Two 'Nursing Family' newsletters and two Student newsletters co-produced with lay reps were shared with the entire membership group.

In addition, members of the group have undertaken work in the following areas:

- Nursing and Midwifery Education Standards
- Code of practice on international recruitment
- Sexual harassment of nurses
- Mary Seacole Awards
- Nursing Times Awards
- Student network and engagement events
- Seven webinars on supporting overseas nurses living and working in the UK
- More than ten webinars aimed at engaging and organising healthcare students

Science, therapy and technical

The STAT occupational group continued to meet during the past 12 months with three online meetings taking place.

The committee focused on areas of the HSGE

workplan with relevance to STAT members including the Allied Health Professions Support Worker Framework; future shape of regulation of healthcare professionals; student networks; and community diagnostic centres and diagnostic imaging networks.

British Association of Occupational Therapists (BAOT)

UNISON continued to work closely with the British Association of Occupational Therapists (BAOT), providing industrial relations support to its members and fulfilling BAOT's trade union function.

UNISON continued to raise relevant policy and industrial relations issues affecting occupational therapy staff across a range of stakeholder bodies. This included representing BAOT as a trade union at the NHS Staff Council, through Social Partnership structures, and in the submission of evidence to the Pay Review Body (PRB).

The national BAOT Stewards Panel (made up of representative BAOT/UNISON stewards from across the UK), held quarterly meetings during the year to discuss bargaining, organisational and campaigning issues relevant to BAOT members and to contribute to an ongoing work plan. Due to Covid-19 restrictions, the Panel meetings were held virtually.

The annual BAOT stewards' training seminar organised by UNISON, took place on a virtual platform on 9&10 November 2021. The event was successful and generated positive feedback from the stewards who attended.

UNISON continued to work closely with BAOT to encourage members to volunteer to become trade union stewards, and to actively participate in their UNISON branch.

Managers in Partnership (MiP)

MiP held an online members' summit with daily sessions on the 'new normal', equality, pay and

pensions and managing organisational change, addressed by Matthew Taylor, the chief executive of the NHS Confederation.

Following elections for the national committee, Geoff Underwood (South Central and West CSU) became MiP's fifth chair, with Jayne Thomas (Blackpool Teaching Hospitals) and Clare Bannister (North East Ambulance Service) as vice chairs.

We introduced a new online training programme for activists, and the branch accredited 45 workplace representatives in 2021.

MiP published three guides for members, managers, and representatives on managing equality, organisational culture and change. We also launched a joint project with UNISON to support social care managers.

MiP submitted evidence to the NHS Pay Review Body and responded to consultations on the NHS Pension Scheme (England and Wales) and the Health and Social Care Pension Scheme (Northern Ireland).

In partnership working, MiP contributed, among other things, to the ICS transition partnership group and to reviews of the NHS HR and occupational health functions and led work on a self-assessment tool for staff sides on race equality.

College of Operating Department Practitioners (CODP)

The College of Operating Department Practitioners, while maintaining a distinct identity, is a full part of UNISON under the Science, Technical and Therapy (STAT) occupational group. UNISON has continued to demonstrate the vital role it plays as the professional body for operating department practitioners (ODPs).

The CODP Professional Council met online at regular intervals over the last 12 months and continued to promote their profession amongst members of the public and their healthcare colleagues.

The College was proud to launch a new ODP careers website in October 2021 to promote the role of the ODP and help inform those interested about how they can become an ODP and the career pathways available to those in the profession. This was in addition to the annual ODP Day which the College and UNISON support in workplaces across the UK.

Another major piece of work that the College oversaw in 2021 was an HEE-funded project looking at the extent to which theatre support workers look to become ODPs. This was an important piece of work as there is a national shortage of ODPs and this work could help increase the ODP workforce.

UNISON will continue to highlight the vital role of ODPs and will continue its efforts to actively recruit and retain these members.

European Federation of Public Service Unions (EPSU)

UNISON health team members continued to contribute to the work of the European Public Service Union's health committee, attending online meetings and taking forward the priority area to develop a Health Care Assistant Network.

Members of the Health Service Group Executive, the nursing occupational group and the health team attended a Network workshop in late 2021 to share information and learning with EPSU unions.

Appendices

Appendix 1

Northern Ireland AfC 'Pay Max'/Refresh bands (see page 12)

Band from	Band uplift to	Belfast	Northern	Southern	Total
Band 1	Band 2	1200	All – no band 1s left	1200	2400
Band 2	Band 3	130	736	14	880
Band 3	Band 4	10	5	50	65
Band 4	Band 5		11	3	14
Band 5	Band 6		4		4
Band 6	Band 7		54	205	259
Band 7	Band 8a		7	5	12
Band 8b	Band 8c		1		1
TOTALS		1340	818	1477	3,635

Appendix 2

Health group publications and submissions

Date	Type	Title
Regular	Newsletter	CCG staff transfer newsletter
Weekly	Newsletter	Health News e-bulletin
Regular	Newsletter	CODP Newsletter
Regular	Guidance	Nursing associate briefings
Regular	Newsletter	Nursing family newsletter
Regular	Bulletin	Regular bulletin for BAOT Stewards
Regular	Newsletter	Monthly News item for Royal College of Occupational Therapists Magazine, OT News
Annual	Newsletter	Health student newsletter
Regular	Newsletter	Science, Therapy and Technical Committee newsletter
Regular	Publication	MiP Healthcare Manager magazine
March 2021	Submission	House of Commons Health and Social Care Committee: submission to inquiry on health and care white paper
March 2021	Webinar	Webinar introducing UNISON risk assessment tool for activists to help guide them doing workplace H&S reviews
March 2021	Report	Joint TU guidance on the planned HSE inspections for health and safety reports

April 2021	Guidance	Shared NHS England toolkit for best practice Infection Prevention Control
April 2021	Submission	NHS England: submission to consultation on the provider selection regime
May 2021	Webinar	Long Covid - BAOT webinar for OTs
May 2021	Publication	Sexual harassment research
June 2021	Publication	What support do nurses and midwives qualifying in the age of Covid-19 need?
June 2021	Submission	DHSC consultation: Regulating healthcare professionals, protecting the public
June 2021	Publication	UNISON advice on HSE inspections (An Inspector Calls) about the upcoming inspections of 20 NHS Trusts for COVID risks
July 2021	Guidance	UNISON advice on staff COVID testing arrangements
August 2021	Guidance	UNISON advice about changes to self-isolation guidance
August 2021	Submission	Public Health reform consultation on closure of Public Health England/Test and Trace
August 2021	Submission	HM Treasury consultation – Public service pensions: Cost control mechanism
August 2021	Submission	HM Treasury consultation – Public service pensions: Discount rate methodology
August 2021	Publication	UNISON Nursing Survival Guide
August 2021	Submission	NMC consultation to review post registration qualifications and standards for community and public health nursing
September 2021	Webinar	Long Covid and the impact on Black women
September 2021	Guidance	NHS Employers and UNISON guidance – support for new health professionals
September 2021	Guidance	Advice about changes to the Infection Prevention Control guidance from the UKHSA
October 2021	Guidance	Joint TUs provide Long Covid guidance for reps
October 2021	Submission	Making vaccination a condition of deployment in the health and wider social care sector consultation
November 2021	Submission	WHO consultation on their international recruitment code of practice review
November 2021	Publication	Reflections from the UNISON student nurse and midwife network
November 2021	Guidance	Web resources for changes to UKHSA IPC (guidance on seasonal respiratory viral infections)
January 2022	Submission	Department of Health and Social Care Consultation – NHS Pension Scheme: proposed changes to member contributions from 1 April 2022
January 2022	Submission	House of Commons Health and Social Care Committee: submission to inquiry on health and care workforce (January 2022)

Appendix 3

Membership of health group committees and UNISON staff

HSGE membership

Eastern:

Joyce Aldridge
Samantha Hemraj
Paul Pearson

East Midlands:

Roz Norman
Lynn Booth

Greater London:

Beatrice Boateng
Jordan Rivera
Janet Maiden

Northern:

Tanya Pretswell
Maria Alberts
John Malcolm

Northern Ireland:

Roberta Magee
Maura McKenna
Jill Weir

North West:

John Flannery
Karen Reissmann
Denise Williams

Scotland:

Wilma Brown
Tam Hiddleston

South East:

Steve Bell
Miranda Crawford

South West:

Shawn Fleming
Alison Evans

Cymru/Wales:

Libby Nolan
Ian Thomas

West Midlands:

Jenny Harvey
Edward Woolley
Janet Smith

Yorkshire & Humberside:

Denise Carr
Adrian O'Malley
Ann-Marie Pedley

Ambulance:

Bryn Webster

Nursing & Midwifery:

Trudie Martin

Operational Services:

Katie Hodgson

STAT:

Gemma Jones

NEC:

James Anthony
Gordon McKay
Claire Dixon
Pat Heron

BAOT (Co-opted):

Karin Bishop
Leanne Weatherley

Occupational group committee membership

Ambulance

Eastern:

vacant

East Midlands:

Chria Klus

Greater London:

Eddie Brand

North West:

Jeff Gorman

Northern:

Joel Byers

Northern Ireland:

Ali Long

Scotland:

Stevie Gilroy

South East:

Vacant

South West:

Jo Fowles

Cymru/Wales:

Damon Turner

West Midlands:

Peter Green

Yorkshire & Humberside:

Bryn Webster

Nursing and midwifery

East Midlands:

Gamuchirai Nyasoro

Eastern:

Joyce Aldridge

Greater London:

Annette Heslop

North West:

Ruth McNally

Northern:

Miriam Mafemba

Northern Ireland:

Alan Philson

Scotland:

Margo Cranmer

South East:

Vacant

South West:

Trudie Martin

Cymru/Wales:

Alison Williams

West Midlands:

Steve Jones

Yorkshire & Humberside:

Anne Cherry

Operational services

East Midlands:

Kyse Gailani

Greater London:

Jim Mansfield

Northern:

Ronnie Nicholson

Scotland:

Frances Lyall

South West:

Mark Wareham

West Midlands:

Andy Chaffer

Eastern:

Eapen Varughese

North West:

Michelle England

Northern Ireland:

Kim Hall

South East:

Vacant

Cymru/Wales:

Andrew Powell

Yorkshire & Humberside:

Katie Hodgson

Science, therapy and technical

East Midlands:

Leanne Weatherley

Greater London:

Gemma Jones

Northern:

Lucy Knightley

Scotland:

Reg Lloyd

South West:

Lyn Ward

West Midlands:

Eddie Woolley

Eastern:

Paul Pearson

North West:

Fiona Wild

Northern Ireland:

Steven McNeill

South East:

Vacant

Cymru/Wales:

Ruby Miller

Yorkshire & Humberside:

Andrew Chamberlain

UNISON national health group staff

National secretary:

Sara Gorton

Senior national officer:

Helga Pile

National officers:

June Chandler

Louise Chinnery

Celestine Laporte

Alan Lofthouse

Stuart Tuckwood

Assistant national officers:

Sharan Bandesha

Nick Entwistle

Val Johnston

Richie Lewis

Administrative team:

Hassan Govia

Cleopatra Parthenoglou

